

# MASTER AGREEMENT

**BETWEEN**

**MONTAGUE AREA PUBLIC  
SCHOOLS**

**AND**

**THE MONTAGUE TEACHER'S  
EDUCATION ASSOCIATION**

**~~EXPIRES June 30th, 2019~~  
Extension EXPIRES  
June 30<sup>th</sup>, 2021**

IT IS THE MISSION OF MONTAGUE AREA PUBLIC SCHOOLS TO EDUCATE AND INSPIRE ALL STUDENTS TO BECOME MMOTIVATED, ARTICULATE, PRODUCTIVE, AND SUCCESSFUL CITIZENS FOR TODAY, TOMORROW, AND FOREVER.



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**ARTICLE I**  
**RECOGNITION**

- A. The Board recognizes the Montague Teachers Education Association, MEA-NEA hereafter referred to as the "Association", as the exclusive bargaining representative for the entire certified and/or approved professional teaching staff hereafter referred to as the teacher(s), including the position of:

Classroom Teachers  
Support Teachers  
Counselors  
Speech Therapist  
School Social Workers

Librarians  
Vocational Education Teachers  
Special Education Teachers  
Special Education Consultants

- B. Excluded from this contract are supervisory and executive personnel, office, clerical, aides, transportation, maintenance and operating personnel, per-diem substitutes, community education and alternative education teachers and any other non-teaching position.
- C. The term "Board" shall include its officers and designated representatives.
- D. Any new teaching position created during the life of this Agreement will be added to the unit providing it is similar to any position heretofore recognized.
- E. Long Term Substitute is defined as anyone who is employed as a substitute more than fifteen consecutive days for the same bargaining unit member. Long term substitutes will be employed under the guidelines described under Temporary Vacancies in Article VII.
- F. *As required by P.A. 103, italicized language applies only to Non-Teaching Professionals.*

**ARTICLE II**  
**ASSOCIATION/TEACHER RIGHTS**

It is agreed that all rights guaranteed under the law to the Association, except those which are clearly relinquished herein by the Association shall be by way of illustration and not limitation as follows:

- A. School facilities or equipment may be used by the Association under the same policies in effect for other local organizations. This use may not interfere with the operation of the school district. The Board may charge such costs as may be incurred from necessary custodial services, materials and/or damages to any such facilities or equipment used by the Association.
- B. The following provisions shall be applied to all requests for information regarding a bargaining unit member under the Freedom of Information Act.
  - 1. All requests forwarded to the office of the superintendent will be promptly shared with the teacher and Association. A copy of the request shall be provided to the teacher and Association.
  - 2. If requested by the teacher, and as soon as possible, the superintendent will meet with the affected teacher (and MTEA representatives if the teacher requests such representation) to review the FOIA request and the documents requested.
  - 3. The district and Association shall comply with all provisions specified under the Freedom of Information Act. Unless mutually agreed to, the district will not provide any information that is not specifically required under the act.
- C. Duly authorized representatives of the Association, shall be permitted to transact official Association business on school property, provided that this shall not interfere with any teacher's work responsibilities or interrupt normal school operations.
- D. The Board agrees to make available to the Association public information as required by the Freedom of Information Act. Names and addresses of all teacher(s), and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the students and their teachers, together with information which may be necessary for the Association to process any grievance shall also be made available for immediate duplication on the premises. At the Board's discretion, costs for material and for labor will be borne by the Association. Excluded shall be items related to Board negotiating strategy or an individual's personnel file without his consent.
- E. *No Non-Teaching Professional shall be reprimanded, disciplined, discharged, and reduced in rank or compensation without just cause. The discharge provision of this section shall not apply to probationary bargaining unit members.*

- F. Bargaining unit members, who are covered under the Teacher Tenure Act, shall not be reprimanded, disciplined, discharged, or reduced in rank or compensation for any reason that is arbitrary or capricious.

Arbitrary or capricious- This standard signifies that a disciplinary decision must be supported by results of a disciplinary investigation and that any resulting disciplinary action must result from a deliberate, principled, reasonable process supported by the evidence.

Any corrective action taken by an administrator toward a bargaining unit member shall be done in private to the extent possible. The bargaining unit member that is corrected has the right to association representation. All provisions related to discipline and correction shall be determined by the Board's adopted Policy ~~#5540 and 5540R~~ 3139 in accordance with PA 100 and 101.

- G. Bargaining unit members are encouraged to confer and make recommendations to their immediate supervisors on all aspects of the educational process. When the supervisor receives a recommendation or proposal the teacher may schedule a meeting, if requested, to discuss the matter with individuals submitting such recommendations.
- H. Tenure shall not accrue in non-classroom positions within the bargaining unit.
- I. Cameras will be used for the sole purpose of monitoring student behavior.

*As required by P.A. 103, italicized language applies only to Non-Teaching Professionals.*

**ARTICLE III**  
**DISTRICT RIGHTS**

The Association recognizes that the Board on its own behalf and on the behalf of the electors of the district, hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities particularly conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States, except as otherwise provided in this Agreement, including by way of illustration and not limitation, the right:

- A. To the executive management and administrative control of the school system, its properties and facilities and the activities of its employees during the working day.
- B. To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions of their continued employment, demotion, promotion and/or transfer.
- C. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary and advisable by the Board.
- D. To decide upon the means and methods of instruction, the selection of textbooks and other teacher materials and the use of teaching aids of every kind and nature.
- E. To determine class schedules, hours of instruction, duties, responsibilities, length of workday, and assignments of bargaining unit members.
- F. To hold staff meetings to promulgate information relative to the above.

**ARTICLE IV**  
**TEACHING DUTIES AND RESPONSIBILITIES**

- A. The student-day shall be defined as:
1. The Board and Association will work together to establish days and hours of instruction as required by state law during the term of this agreement.
  2. All full-time bargaining unit members K-12 shall be asked to be at their workstations 20 minutes before classes begin and remain a reasonable time after school.
- B. Bargaining unit members shall have a base work year of 182 days, with the exception of first year bargaining unit members who shall work 183 days. 180 of these days shall be student days. The district will provide 30 hours of professional development for bargaining unit members.
- C. The Board shall give each teacher a duty-free lunch period of at least one-half (1/2) hour. Conference and planning time shall be in addition to the 30-minute duty-free lunch period.
- D. Bargaining unit members recognize that certain additional activities are an integral part of the instructional program and exist for the benefit of the students. Such duties and responsibilities include but are not limited to:
1. Careful preparation of lesson plans. Normally, preparations will be made outside of hours when bargaining unit members are meeting with students.
  2. School administrators may have up to three (3) regular staff meetings per month. The administration shall give careful consideration to advanced notice of at least two (2) days whenever possible. In the event of a valid emergency an additional meeting(s) may be called which staff members shall attend.
  3. Bargaining unit member's assignments for participation in such activities as open houses, OPC or PTAB meetings, rallies, musical, social and other after-school and evening events shall in most cases be serving functions in their own grade level areas, i.e. K-5, 6-8, 9-12. All bargaining unit members shall share the responsibility to cover these activities. Bargaining unit members will be given the opportunity to volunteer for activities in which they have a particular interest. Supervisors shall assign after school or evening activities as equally as possible to those bargaining unit members who do not volunteer for an activity. Bargaining unit members who are ill on the day of an activity for which they have been assigned or for which they have volunteered shall cover another activity for the one they missed as agreed between the supervisor and bargaining unit member.
- E. Planning and conference time shall exist for the benefit of the instructional program and shall be governed by the following conditions:
1. Bargaining unit members, such as librarians, physical education, guidance, music, and remedial teachers shall have commensurate planning and conference time as other bargaining unit members. This may vary according to assignment. The before and after school responsibilities of these bargaining unit members may be considered as part of their preparation time.
  2. Each full time bargaining unit member shall be provided with no less than fifty (50) uninterrupted minutes per day for conference and planning. Elementary teachers may use for preparation,



the time during which their classes are receiving instruction from various teaching specialists. No block of time less than fifty (50) minutes will be considered planning time. Conference and planning time for part time bargaining unit members shall be pro-rated

3. It is understood that the use of such time is to be used for those activities that will enhance the instructional program and benefit students. It is further understood that from time to time it may be necessary for the immediate supervisor to require teachers to use such time for activities that the supervisor may deem necessary for the operation of the instructional program. However, supervisors should make a reasonable effort to limit those activities during the teachers' conference and planning time.
  4. No departure from these norms shall be made without prior consultation with the Association (except in the case of an emergency). In the event of any disagreement between the representative of the Board and the Association as to the need and desirability of such deviation, the matter may be processed through the professional grievance procedure herein set forth.
- F. The faculty and administration will cooperate in covering the classes of absent teachers where the District is unable to secure the services of a per diem substitute teacher.
1. Teachers interested in voluntarily performing substitute service during their planning period shall notify the building principal at the beginning of the academic year.
    - a. Where feasible, such substitutions will be allocated on a rotational basis and among those volunteer teachers having a common planning period.
    - b. If there is an insufficient number of volunteers in a given building or if volunteers are not readily available at a time when a substitute is required, the administration has the right to assign needed coverage and shall attempt to do so on a rotational basis in inverse order of years of service among all teachers in a particular building having a common planning period. Teachers employed in a contained classroom (R.R.O and MACC), may agree to add students to their classroom for the day and will be compensated by multiplying the R&D rate by 5 and dividing by the number of teachers who will be splitting the students.
  2. In the event that a teacher is asked, or required, to cover the responsibilities of fellow teachers (cover an hour or a period for a teacher who must be gone for that period or class) the teacher who provides the substitute service shall be given the option of receiving the R&D rate for each hour covered, or 1-hour compensatory time in lieu of wages.
  3. Upon accumulating five hours of compensatory time the teacher shall be accorded one (1) compensatory leave day.
    - a. Compensatory days shall be considered as annual leave days and are subject to the same restrictions.
    - b. Any days or parts of days granted as compensatory annual leave days shall not be eligible when calculating severance pay nor may they accumulate from one year to the next.
    - c. Compensatory time not used prior to the end of May shall be paid at the R & D rate for each hour of substitution.
    - d. It is understood that "one hour" is equal to one scheduled class or period.

G. If a teacher is requested to teach on a continuing basis more than the normal teaching load as set forth in this article, the teacher shall receive additional compensation as provided in Article XXI section D. No teacher shall be required to teach on a continuing basis more than the normal teaching load.

H. During the school day, a teacher will be released from regular duty without loss of salary when directly engaged in professional negotiations called for by the Board. A teacher required to participate in any grievance, including arbitration, shall be released from regular duty without loss of salary.

I. Mentors:

A. In accordance with Michigan Revised School Code, mentor teachers shall be assigned to probationary teachers during the period of their probationary status. Mentor teachers should be tenured teachers. Recent retirees (2 years or less) mutually agreed to by the Board and Association may serve as mentors. Mentor teachers shall fulfill the following responsibilities:

1. The mentor shall meet weekly with the probationary teacher for the first six (6) weeks and then monthly until the end of the first semester. The mentor shall meet quarterly with the probationary teacher during the second semester.
2. The mentor shall meet quarterly during each of the second and third years of a probationary teacher's employment in MAPS.
3. During the probationary teacher's first school year, the mentor shall provide assistance in orientation to the district and school, lesson planning, goal setting, classroom management and other areas of identified need. In addition, the mentor shall, in the first year of the probationary teacher's service, conduct two (2) visitations of the teacher's classroom instruction and provide appropriate feedback.
4. The Mentor shall, in the second year of the Probationary Teacher's service, conduct one (1) visitation of the teacher's classroom instruction and provide appropriate feedback.
5. Compensation shall be provided in Schedule B.

J. Parent Teacher Conferences: RRO/MAAC

A. Teachers need flexibility to have conferences at times convenient for parents and will not be held to the specific time schedule. Although, every effort will be made to see parents during the designated time, **teachers** may switch their times for other days or evenings. Teachers shall inform their administrator of any changes. Any changes will be limited to the week prior or week after the scheduled conference days. The total number of conference hours will not change.

**ARTICLE V**  
**TEACHING CONDITIONS**

- A. The parties recognize that good and adequate school facilities for both student and teacher are needed to insure the high quality of education. It is also acknowledged that the organization of the school and the school day should be directed toward insuring that the energy of the teacher is primarily utilized to educate children.
- B. The Board, reflecting the sentiments of its citizens, has long recognized that pupil-teacher ratio is an important aspect of an effective educational program and has endeavored to keep class loads moderate.
- C. Class Size
1. In all subject areas (Junior and Senior High), which are of the same instruction, and all grades (Elementary: including specials classes), the comparative size of these classes shall not vary by five (5) or more pupils from the average. Said average to be computed by dividing the number of students by the number of classes. Class sizes, K-2 will not exceed ~~31~~ 28, 3-5 will not exceed 30 and 6-12 will not exceed ~~33~~ 32. (Exceptions may be made at the request of the teacher or in traditional large group instruction, where the Association has agreed to exceed these class sizes.) Overload Pay will be paid at a rate of 5 dollars per student, per hour, per day. Overages will be calculated beginning 3 weeks after the start of each semester to allow for schedule adjustments. Payouts for overages will be made at the end of each Quarter.
  2. The Board recognizes the importance of reducing class size whenever possible, particularly in the elementary grades, and agrees to review class size problems brought to it by the administration, teachers or parents. Teachers concerned with class sizes should first attempt to resolve the issue by working directly with the administration. The Board agrees to review unresolved specific concerns of the Association or staff members by providing a place on its regular agenda as soon as practical following a request.
  3. If a teacher reasonably believes that the needs of the students are not being met because of class size, the teacher may request relief pursuant to the following procedure:
    - a. The teacher, along with an Association representative, if the teacher so desires, shall attempt to resolve the matter with the building principal. The principal shall consider 1) the size of the classroom, 2) the number of students in each class, 3) the number of classes being taught by the teacher, 4) the nature of the subject and skills taught and 5) availability of instructional support staff.
    - b. Based upon these factors, the principal shall determine the legitimacy of the teacher's concerns and possible alternatives to resolve the matter.
    - c. In the event that the teacher is not satisfied with the principal's suggestion, he/she may request within five (5) days, a review of the dispute by the Superintendent or his designee. The Superintendent shall consider the factors specified in Step (a) to determine alternatives for resolving the matter. The teacher may appear with an Association representative if he/she so desires.
    - d. If the teacher remains dissatisfied with the Superintendent's suggested alternatives within ten (10) days a committee consisting of 1) the building principal, 2) the Teacher, 3) a teacher designated by the Administration, 4) an administrator designated by the Association and 5) the Association president or his/her designee shall be convened. The committee shall propose a resolution of the dispute.

- e. The Superintendent may accept or reject the committees proposed resolution. He/she shall notify the teacher and committee of his/her determination within five (5) days.
  - f. If the teacher is not satisfied with the Superintendent's determination, the teacher may seek recourse before the Board of Education. An Association representative may assist the teacher. The Board shall review this matter.
- D. The parties recognize that the presence of children in regular classrooms who have special physical, psychological, or emotional problems may interfere with the normal instructional program. The parties, accordingly, will cooperate to remedy the situation including, but not limited to, transfer of classrooms, assignment to Special Education rooms, or other solutions suggested by qualified personnel.
- 1. Teachers will be notified at least two (2) working days in advance of any meeting called for the purpose of discussing a student's individual educational planning program, (including but not limited to IEP, IEPC, and TAT meetings) in which the student's teacher(s) are required to attend either by request of the special education department or administration.
- E. The Board agrees to provide the following as basic to any approved course of study: textbooks and teacher manuals or guides when available. Library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires and similar material also are recognized tools of the teaching profession and every effort will be made to provide these as deemed appropriate and within budgetary constraints as determined by the Board.
- F. The Board will provide meeting time throughout the year to hear recommendations of study committees concerning these matters.
- G. The Board agrees to make available in each school adequate computers.
- H. Under no conditions shall a teacher be required to drive a school bus as part of his regular assignment.
- I. The Board shall make available in each school, adequate restroom and lavatory facilities for employee use.
- J. Classroom telephones will be provided for teachers.
- K. Adequate off-street parking facilities shall be provided
- A. Teachers shall not be required to work under unsafe or hazardous conditions, or to perform tasks, which endanger their health or safety. Teachers shall report any unsafe or hazardous working conditions.
- M. All teachers shall be given written notice of their tentative assignment for the forthcoming year by May 15th. In the event that changes in such schedules are proposed, all teachers affected shall be notified promptly. Only unavoidable changes in teacher's assignment will be made after this notification.
- N. New teachers shall be employed in accordance with the Teacher Tenure Act/Revised School Code.
- O. Teachers will have access to a color copier for appropriate copies needed for instruction.

**ARTICLE VI**  
**RETIREMENT POLICY**

- A. Retirement of Teachers shall be in conformance with Federal and State laws. It is agreed that the Board's obligation for retirement contributions shall be defined by the Public School Employees Retirement System.
- B. Severance Payment – The Employer shall, provided that a bargaining unit member has notified the Board in writing by April 15<sup>th</sup> of his/her intention to leave the district, provide a severance payment to the employee who meets the criteria that follows. In recognition of service to the district, severance payments shall be calculated using the table below:

Accumulated Days		Severance Rate	Max for Level
30	59	25	1475
60	89	35	3115
90	129	45	5805
130	159	55	8745
160	189	65	12285
190	200	75	15000
Unlimited	For staff with 20 years of service with the District will be unlimited	75	For staff with 20 years of service with the District will be unlimited

1. The bargaining unit member shall be paid upon termination (except terminations for cause), retirement, or upon the bargaining unit member's death to the estate, provided such bargaining unit member shall have been employed by the school district for not less than ten (10) years of continuous service.
  2. In no event shall the severance pay be paid to a teacher more than once.
  3. Administration has the right to waive the April 15th deadline in the event of extenuating circumstances.
- C. All employees electing retirement and meeting the eligibility requirements of Article VI, Paragraph C, will receive severance pay under the following conditions:
1. Employees shall have the option to receive severance payment in cash at no additional cost to the employer. All costs associated with compensation of this form will be assumed by the employee.
  2. The employer will make the total severance payment into the employee's 403(b) account no later than June 30 of the retirement year.
  3. The employee will notify the District by June 1 of the retirement year to designate the company and the 403(b) plan into which the severance amount is to be deposited.
  4. The payments to employees by the District will constitute employer contributions under 403(b) of the Internal Revenue Code.

**ARTICLE VII**  
**POSTINGS, VACANCIES, AND TRANSFERS**

- A. **Postings.** A posting shall be made for all permanent vacant positions within the bargaining unit. Positions to be posted are those created after transfers or by retirement, resignation, dismissal, death or the addition of course of study or classroom at a particular grade level.

Vacant positions shall be posted for five (5) working days on the official bulletin Boards of the school district in the teachers' work room in each building with an additional copy delivered to the Association president or his designee.

- B. **Vacancies.** Teachers interested in applying for posted positions shall notify the appropriate immediate supervisor in writing within the posting period. Such application should include their interest, experience, and special training relative to the qualification of the position.

The Board agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the district, and other relevant factors. However, the Board declares its support of a policy of filling vacancies, excluding vacancies in supervisory positions, from within its own teaching staff. Therefore, when the professional backgrounds of applicants from within and outside the system are equal, preference shall be given to the employee. All candidates will be notified when the position has been filled.

- C. **Temporary Vacancies.** If a position becomes vacant on or after the beginning of any school year, the District shall have the right to fill that position on a temporary basis with a temporary substitute(s) for a period not to exceed ninety (90) working days. After 90 days, the assignment shall be posted in accordance with paragraph A of this Article unless mutually agreed to by the association.

1. Long term substitutes will be paid on a tiered scale determined by the district.
2. Long Term Substitutes will not have rights to join the bargaining unit.
3. Long Term Substitutes will be not eligible for the benefit package as covered in Article XX.

- D. **Voluntary Transfers.** Teachers may request a transfer to another building, subject area, or grade level for the ensuing school year beginning April 1 and all transfer requests shall expire on the last day of school. In addition to the above, teachers may request a transfer into a non-classroom assignment or into special education. The teacher will make such a request in writing to his supervisor, setting forth the reason for such transfer request, and outlining his qualifications for the position. The immediate supervisor will discuss the request with the principal of the school to which the teacher desires transfer and the teacher will arrange for an interview with the receiving principal within ten (10) school days. Upon recommendation of the receiving principal and the approval of the Board, the transfer may be consummated.

The teacher will be notified in writing of the decision. If the request for transfer is denied, the teacher may request and will receive reasons for the denial in writing.

**ARTICLE VIII**  
**PAID LEAVES OF ABSENCE**

The Board shall provide fifteen (15) annual paid leave days per year for each member. Days not used during the school year will be added to accumulated leave.

**A. Annual Leave** - Each school year absences will be deducted from the 15 annual leave days first regardless of the reason for the absence.

1. The 15 annual leave days each year provided by the Board may be used at the discretion of the teacher within the following guidelines.
  - a. A teacher planning to use an annual leave day shall notify his/her supervisor and sign up for a substitute using ASEOP (or district approved system) at least one (1) day in advance, except in cases of emergency or sickness.
  - b. No more than 3 annual leave days shall be used in succession without reason.
  - c. Annual Leave days are not intended to be used to extend or lengthen scheduled breaks. Exceptions may be made by administration for extenuating circumstances or at the discretion of the administration.
  - d. No annual leave days shall be used either individually or collectively for the purpose of withholding services.
  - e. Members who have a minimum of 8 annual leave days remaining at the end of the school year may elect to sell up to 50% of the remaining days back to the district. Days will be reimbursed at a rate of 50 dollars per day. Members will notify the district by June 1<sup>st</sup> of their intent. The district will reimburse members before June 30<sup>th</sup>.

**B. Accumulated Leave**- If a teacher exhausts all 15 annual leave days; accumulated leave days may be used as described below. District provided leave days for non-immunized illness, funerals, jury-duty and association leave will **not** be deducted from the members accumulate or annual leave.

1. **Personal Sick Leave**: A teacher may use leave days for absence from duty for mental or physical disabilities that prohibit the teacher from effectively meeting his/her job responsibilities. Pregnancies shall be treated as any other disability. The Board may require written medical evidence for verification of any of the above.
2. **Family Care**: A teacher may use accumulated leave days as needed for care of the teacher's sick children, spouse or parents, grandparents, mother-in-law, or father-in-law. This provision shall be applicable to any blood relative who resides in the teacher's home. The Board may require medical evidence for verification of the need for this leave. The district may grant a father a maximum of five days of accumulated leave immediately following the birth of a child.

**C. Workers Compensation**: The Board will subsidize the difference between the compensation benefit and the employee's regular pay up to fifteen (15) full-time days, after which he may continue to receive the difference by using any unused sick time.

- D. Non-immunized Illness:** A teacher absent from work because of chicken pox shall suffer no diminution of compensation and shall not be charged with sick leave.
- E. Funerals:** A teacher will be allowed a maximum of five (5) days for funerals of the following immediate family members: spouse, child, father, mother, sister, brother, grandparent, grandchildren, father-in-law, mother-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law.
- a. A teacher will be allowed a maximum of three (3) days for funerals of the following relatives: aunts, uncles, nieces and nephews.
  - b. Provided, that where extenuating circumstances exist (e.g. distant travel) the teacher may request from the Superintendent or the designee up to an additional two (2) days (for a total of no more than five (5) days) for attendance at the funerals of these relatives.
- F. Jury Duty:** A teacher receiving notification of jury duty or who is subpoenaed as a witness shall immediately notify his immediate supervisor. The supervisor may seek relief from duty if in his judgment the absence of the teacher would be disruptive to the instructional program. A teacher on jury duty or a teacher who has been subpoenaed as a witness shall receive the difference between remuneration for that duty and his regular salary.
- G. Association Leave:** At the beginning of each school year the Association will be credited with ~~ten (10) days~~ **Fifteen (15)** to be used by the teachers who are officers or agents of the Association. The Association will pay for substitute wages for usage beyond ~~three (3)~~ **eight (8)** days. The Association agrees to notify the Board no less than forty-eight hours in advance of taking such leave.
- H. Termination of Employment:** If a teacher terminates employment during a school year, the leave days shall be prorated to his time of employment. Any overpayment shall be deducted from the final paycheck.



**ARTICLE IX**  
**UNPAID LEAVES OF ABSENCE**

**A. General Provisions**

1. A leave may be granted by the Board, at its discretion, if a suitable replacement can be found.
2. Applicants returning from leave will be returned to a position for which they are qualified and certified, understanding the district reserves the right of placement.
3. Unless expressly amended by other provisions of this contract, teachers returning from leave shall not receive experience credit for salary purposes for the time encompassed by the leave.
4. Whenever practical, leaves of absence will be made to coincide with the school year.
5. A teacher returning from leave of absence shall inform the Superintendent or his designee in writing of the date of his intended return to work. Said notification shall be no later than ninety (90) days prior to the date of his return. If a teacher fails to return to work after being assigned a position, he shall be considered resigned and forfeit all rights to employment under this Agreement. The teacher may be required to submit a written waiver of employment as a condition for consideration of an unpaid leave of absence.
6. No benefits will accrue to a teacher during an unpaid absence except as otherwise stated herein. Upon return from leave, the *teacher's* unused sick leave benefits, and salary increments which had been accumulated at the time the leave commenced will be restored to him.

B. **Child Care Leave:** An employee may request an unpaid child-care leave of up to one (1) year for care of a newborn or newly adopted child when the employee is otherwise able to perform his or her teaching duties. When child-care leave is granted an acceptable return date will be indicated.

C. **Maternity Leave:** A maternity leave of absence without pay of up to one (1) year may be granted to a teacher upon request and such leave shall commence as recommended in writing by the teacher's physician. When maternity leave is granted, an acceptable return date will be indicated.

D. **Personal Illness:** Upon request from an employee, leave may be granted for personal illness upon recommendation from an employee's physician. The Board may ask for a physical or mental exam from a Board-appointed physician.

E. **Short-Term Unpaid Leave:** Short Term Unpaid Leave may be granted to an employee in special circumstances but not generally for vacation purposes.

1. An employee may be granted no more than 5 days per year for unpaid leave.
2. Short-Term Unpaid leave will not affect an employee's sick leave or annual leave days.
3. Annual Leave must be used prior to or in conjunction with unpaid leave. Unpaid leave will not be granted unless all Annual Leave days have been used or are used in conjunction with the Unpaid Leave.
4. Short-Term Unpaid leave does not accumulate or carry over to succeeding years.
5. Employees must apply for unpaid leave 20 calendar days prior to the first day of leave. Under extenuating circumstances, the 20-day requirement may be waived by the district.
6. No more than two teachers per building may use unpaid leave during the same time period.

**F. Sabbatical Leave:**

- a. Teachers who have been employed for seven (7) consecutive years may be granted a sabbatical leave for professional improvement for up to one (1) year at any one time.

It is agreed that professional improvement includes, but is not limited to: attending a college, university or other educational institution, travel which will improve the teacher's ability to teach and other activities that would add valuable resource experience.

- b. Provided there are enough people who qualify for sabbatical leaves and apply for such leaves, the Board may grant two (2) such leaves per year amongst the teachers so applying.
- c. Requests for sabbatical leave must be submitted in writing to the Board on or before March 31 preceding the school year in which the leave will be take provided, however, that the said Board shall not be held liable for death or injuries sustained by any teacher while on sabbatical leave.
- d. Any teacher granted sabbatical leave by the Board shall notify the Superintendent, in writing, no later than April 15 of the year in which the leave was taken, stating his/her intent to return, request additional leave or terminate employment.
- e. Replacement teachers will be hired on a one year teaching contract.
- f. Teachers returning from sabbatical leave are guaranteed a teaching position in the district.

**ARTICLE X**  
**REDUCTION IN FORCE**

**BARGAINING UNIT MEMBERS COVERED BY THE TEACHER TENURE ACT**

- A. Any reduction in force of members covered by the Teacher Tenure Act shall be determined by the Board's Adopted Policy #5510 **3370** in accordance with PA 102.

**NON-TEACHING PROFESSIONALS**

- A. *In the event it becomes necessary to reduce the number of non-teaching professionals due to program elimination or reduction to reduce the number of non-teaching professionals in a given subject area, field or program, or to eliminate or consolidate positions, the Board shall follow the procedure listed below:*
1. *Both parties recognize that even with the need for staff reduction it is desirable to maintain a well-balanced instructional program. Staff reduction shall take place by laying off first year probationary non-teaching professionals first, then second year probationary non-teaching professionals second, then third year probationary non-teaching professionals third, provided there are fully qualified, fully certified tenured non-teaching professionals to replace and perform all the needed duties of the laid off non-teaching professionals.*
  2. *If further reduction is necessary, then tenure non-teaching professionals with the least number of years of continuous teaching experience in the Montague Area Public Schools will be laid off first, provided there are fully qualified, fully certified non-teaching professionals to replace and perform all the needed duties of the laid off non-teaching professionals.*
- B. *In the event of layoff, the Board will institute a recall procedure which will be in order of years of service as long as the non-teaching professionals is qualified and certified for the position available. Employees involved by the recall shall be notified by certified or registered mail as soon as the position is available. A copy of the letter will also be sent to the Association president.*
1. *A non-teaching professionals who was full-time prior to layoff shall have the right to accept or reject a position that is less than full-time without loss of the right of recall to the first full-time position for which the non-teaching professionals is certified. No non-teaching professionals shall be terminated, lose recall rights or seniority if the teacher at the time of recall is under contract with another employer during that school year. However, if the employee is eligible to return in the ensuing year and fails to do so, they shall be considered resigned. The non-teaching professionals must at all times keep the Board informed in writing of their current address.*

*No new non-teaching professionals shall be employed by the Board to fill specific positions for which there are certified and qualified non-teaching professionals of the District who are laid off or have less than a full-time assignment.*

- C. *Seniority rights shall be lost by the non-teaching professionals if the non-teaching professional does not notify the Superintendent within fifteen (15) calendar days after receipt of notification that he will return from layoff. Non-teaching professionals who accepted recall and fail to return to work on the appointed date shall be considered resigned and shall forfeit all employment rights under this contract.*

*As required by P.A. 103, italicized language applies only to Non-Teaching Professionals.*

- D. Any layoff pursuant to this agreement shall automatically terminate the individual's employment contract. All or a portion of benefits under this master agreement shall be reinstated upon a return to employment.*
- E. The Board shall give no less than thirty (30) calendar days' notice to the non-teaching professionals being laid off.*
- F. It is intended that this article takes precedent over and governs the individual teaching contract; and that the individual teaching contract is expressly conditioned by this article.*
- G. Probationary non-teaching professionals who have not been recalled within two years of layoff shall be removed from the years of service list.*

*As required by P.A. 103, italicized language applies only to Non-Teaching Professionals.*

**ARTICLE XI  
CERTIFICATION**

- D. "Certified" shall be defined, as the requirement to hold all certificates and endorsements required by law and/or Michigan Department of education administrative regulations to serve in the position assigned. Failure to hold any such certificates or endorsements shall be cause of termination. Further it is the teacher's responsibility to file such certificates and endorsements with the school district. The certification status of a teacher on file with the school district shall be considered conclusive for all purposes under this contract.
1. The teacher shall provide written notice to the school district of any change to his/her certificate of endorsements after the original filing of same with the school district. This shall include notice of any additional endorsements, certificates, renewals, approvals, as well as expirations, revocations and any limitations thereon. The teacher shall further notify the school district, in writing, in the event that he/she petitions the State Board of Education for nullification or limitation of his/her certificate, one or more endorsements thereon or a grade level certification appearing on the certificate.
  2. Provided, that failure to hold proper certification or endorsements shall not be cause for termination under this Article in the event that the teacher has been administratively placed in an assignment for which he/she does not possess the requisite certification and/or endorsement. It is understood that these types of assignments are to be minimized and are further conditioned upon proper approval by the Michigan Department of Education.
- C. "Highly Qualified" shall be defined by the State of Michigan where applicable.

**ARTICLE XII**  
**CALCULATION OF YEARS OF SERVICE**

- A. Years of service shall be computed beginning with the first date of work and shall be defined to mean the amount of time continuously employed as a member of the bargaining unit. Time spent on leave of absence or on a lay-off shall not be construed as a break in continuous service and years of service shall continue to accrue. No person other than a member of the bargaining unit shall possess, retain, or accrue years of service within the bargaining unit.
1. The district shall prepare and present to the Association a current years of service list of all teachers by the end of October each year. Included in the list will be the bargaining unit member's first date of work and certification. Teacher's certification shall be considered that certification which is on file with the school district.

**ARTICLE XIII**  
**ACADEMIC FREEDOM**

- A. It is recognized that knowledge can best be transmitted in an atmosphere which is free from censorship and artificial restraints, upon free inquiry and learning, and in which academic freedom for teacher and student is encouraged.
- B. Academic freedom shall be guaranteed to teachers, and no special limitations except as stipulated in Article III shall be placed upon study, or investigation, or presenting and interpreting facts and ideas concerning man, human society, and the physical and biological world and other branches of learning, subject only to accepted standards.

**ARTICLE XIV**  
**TEACHER EVALUATION**

- A. Bargaining unit members will be evaluated per the Board's Adopted Policy ~~#5520~~ 3220 in accordance with PA 102.
- B. The district will train and provide all bargaining unit members on the Board policy and the evaluation tool.

**ARTICLE XV**  
**PROFESSIONAL BEHAVIOR**

- A. Teachers may receive disciplinary action as determined by Board Policy #5540 and 5540R 3139.
- B. The district will provide all bargaining unit members with the Board policy regarding disciplinary procedures.
- C. *No Non-Teaching Professional shall be reprimanded, disciplined, discharged, and reduced in rank or compensation without just cause. The discharge provision of this section shall not apply to probationary bargaining unit members.*
- D. Bargaining unit members, who are covered under the Teacher Tenure Act, shall not be reprimanded, disciplined, discharged, or reduced in rank or compensation for any reason that is arbitrary or capricious.

Arbitrary or Capricious- This standard signifies that a disciplinary decision must be supported by results of a disciplinary investigation and that any resulting disciplinary action must result from a deliberate, principled, reasonable process supported by the evidence.

Any corrective action taken by an administrator toward a bargaining unit member shall be done in private to the extent possible. The bargaining unit member that is corrected has the right to association representation. All provisions related to discipline and correction shall be determined by the Board's adopted policy in accordance with PA 100 and 101.

*As required by P.A. 103, italicized language applies only to Non-Teaching Professionals.*

**ARTICLE XVI**  
**PROFESSIONAL IMPROVEMENT**

- A. At the request of the Association, or on the Board's initiative, arrangements may be made for courses, workshops, conferences and programs designed to improve the quality of instruction.
- B. Any bargaining unit member enrolled in courses related to their current instructional assignment, or to future potential assignments, shall be reimbursed for tuition paid for graduate level courses taken provided the member has completed one (1) full year of teaching in MAPS with at least an effective evaluation; and:
  - 1. Agrees to remain a teacher in MAPS for a period of not less than two (2) years following completion of the coursework. Should the teacher fail for any reason to remain in MAPS for two (2) full years, the teacher will be required to reimburse the district for all such expenses.
  - 2. A bargaining unit member will be reimbursed at a rate not to exceed \$500 per year for credits earned towards their professional certificate (up to 18 hours).
  - 3. A bargaining unit member who no longer holds a provisional certificate will be reimbursed at a rate not to exceed \$750 per year for credits earned.
  - 4. Teachers can also be reimbursed for textbooks that are required for the course(s), however, total reimbursement will not exceed the above limits.
  - 5. Administrative approval must be obtained in advance and payment will be made upon proof of upon proof of successful completion of such courses and receipts for eligible expenses. The Board will not duplicate monies received in grants or from income tax credit.
- C. Teachers shall be encouraged to learn from each other through consultations, conferences, sectional conference, educational conferences, and school visitations and planned observations within our district and others.
- D. The Board will continue to encourage teachers to attend selected conferences that are an integral part of their in-service training. This will be subject to budgetary limitations. A teacher with at least a minimum of three (3) years teaching in Montague may be selected, by a department, to attend a national level conference once every five (5) years, with all expenses paid by the Board. If two (2) from each department wish to attend, the Board will pay one-half the expenses of each. Meetings related primarily to salary or MEA leadership problems will not be reimbursed by the Board.



**ARTICLE XVII**  
**CONTINUITY OF OPERATIONS**

- A. Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and the avoidance of disputes which threaten to interfere with such operations. A comprehensive Grievance Procedure removes the basic cause of work interruptions. Therefore, the Association agrees that it will not, during the period of the Agreement, directly or indirectly, engage in, or assist in any strike which is illegal or the result of a dispute over any issue subject to the grievance procedure.
- B. The Board agrees that it will not, during the period of the Agreement, directly or indirectly, engage in or assist in any unfair labor practice as defined by Section 10 of the Public Employment Relations Act.
- C. Nothing in this Article shall require the Board to keep schools open in the event of severe inclement weather or when otherwise prevented by an act of God or a labor dispute with employees outside of the bargaining unit and nothing shall require teachers to report for work in such circumstances.
  - 1. On days when school is not operating at full capacity due to acts of God, teachers prevented from attendance due to the acts of God shall not lose any days from their paid leave days as described in Section A of Article IX.
  - 2. If days need to be made up in order to receive full state financial support, all days will be added to the end of the year, unless mutually agreed to by the Board and Association. If an individual building is required to add minutes, they will be added to the end of the year unless mutually agreed to by the Association and the administration.

**ARTICLE XVIII**  
**TEACHER PROTECTION**

- A. Conduct of students is determined by Board Policy, and in enforcing these rules and policies, the Administration and Board will support efforts of the Faculty. While the administration bears the primary responsibility for setting the overall student environment in each building, both parties recognize that each teacher is also responsible for discipline in the classroom and other school related environments.
- B. Any case of assault upon a teacher shall be promptly reported to the Administration. The teacher shall provide a written report of such incidents immediately following the event. Subject to the limits of the legal liability insurance provided by the Board, the Board will provide legal counsel to advise the teacher of his/her rights and obligations, with respect to such assault, and will render all reasonable assistance to the teacher in connection with handling the incident by law enforcement and judicial authorities in all cases where teachers have acted within the scope of their professional duties and responsibilities. Time lost in such instances will not be charged against the teacher.
- C. A student/person who makes any type of assault on a teacher shall be removed from the classroom and will not be returned to that classroom without consultation with the teacher.

**ARTICLE XIX**  
**GRIEVANCE PROCEDURE**

- A. Both parties recognize that it is desirable to solve disputes in an amicable manner without recourse to the formal Grievance Procedure whenever possible. If an individual teacher or the Association has a complaint to discuss with the Supervisor, they will first meet with that Supervisor to discuss the complaint before resorting to the Grievance Procedure.
- B. A claim by a teacher or the Association that there has been a violation, misinterpretation or misapplication of any provision of this Agreement or Board Policy referenced in this agreement shall be processed as a grievance as hereinafter provided. Any action that might constitute an unfair labor practice is subject to the formal Grievance Procedure until such time as either the teacher or the Association files an unfair labor practice charge with MERC.
- C. The time limits provided in this Article shall be strictly observed. Failure of the grievant or the Association to move the grievance to the next step in a timely fashion shall indicate the grievance has been satisfied and/or waived. Time constraints may be extended by written agreement of the parties. For the purposes of this Article, unless otherwise indicated, "days" shall be days when the administration offices are open. Day 1 shall commence at 12:01 a.m. of the day immediately following the action initiating time constraints and shall conclude at the next midnight. Subsequent days shall be computed in like manner.
- D. If a teacher or the Association does not file a grievance in writing with the principal or other designated Board representative within twenty-five (25) days after the occurrence giving rise to the grievance, then the grievance shall be considered waived.
- E. The following matters shall not be the basis of any grievance filed under the procedure outlined in this Article.
  - 1. The termination of services of, or failure to re-employ any probationary teacher.
  - 2. The placing of a non-tenure teacher on an additional period of probation.
  - 3. Any claim or complaint for which there is another required procedure or forum established by law or by regulation having the force of law.
- F. The sole remedy available to any teacher for any alleged breach of this Agreement or any alleged violation of his rights hereunder, will be pursuant to the Grievance Procedure; provided, however, that nothing contained herein when the grievance has not been waived or adjusted will deprive any teacher of any legal right which he presently has, provided that if a teacher elects to pursue any legal or statutory remedy, such election will bar any further provision of this Article.
- G. Any teacher at any time may present grievances in accordance with this Grievance Procedure to seek adjustment. Upon the teacher filing a written acceptance of any determination at any level, any Grievance Procedure shall be halted and the grievance shall be deemed to be fully resolved. An Association representative shall be given opportunity to be present at the settlement of any such grievances.

- H. It shall be the general practice of all parties to process grievances during times which do not interfere with assigned duties. In the event proceedings are held during regular working hours, teachers directly participating in such proceedings shall be released from assigned duties without loss of salary.

### Grievance Procedure

#### STEP I:

- A. All grievances shall be in writing and shall be processed as indicated by the Chart of Organization and Responsibility. All grievances shall plainly and fully state the nature of the grievance, the particulars thereof, the Article and section of the Agreement allegedly violated and the remedy requested, and shall be signed by the grieving teacher and the Association.
- B. Within five (5) days of receipt of the grievance, the principal or supervisor shall meet with the Association and/or grievant at the request of either party in an effort to resolve the grievance. The principal or supervisor shall indicate his disposition of the grievance in writing within three (3) days of such meeting, or eight (8) days of receipt and shall furnish a copy thereof to the Association.

#### STEP II:

- A. If the grievant or Association is not satisfied with the disposition of the grievance, or if no disposition has been made within three (3) days of such meeting or eight (8) days from the date of filing, (whichever shall be later), the grievance shall be transmitted to the Superintendent within five (5) days. Within five (5) days, the Superintendent or his designee shall meet with the Association and/or the grievant at the request of either party and shall indicate his disposition of the grievance in writing within three (3) days of such meeting or eight (8) days of the receipt and shall furnish a copy thereof to the Association.

#### STEP III:

- A. If the Association or the grievant is not satisfied with the disposition of the grievance by the Superintendent or his designee, or if no disposition has been made within three (3) days of such meeting (or sixteen (16) days from the date of filing, whichever shall be later), the grievance shall be transmitted to the Board via the Superintendent within five (5) days.
- B. Upon proper notification by the grievant or the Association, the Board no later than its next regular meeting or within three (3) weeks after said notification may hold a hearing on the grievance, review such grievance or give such consideration as it shall deem appropriate. Disposition of the grievance in writing by the Board shall be made no later than seven (7) days thereafter. A copy of such disposition shall be furnished to the grievant and the Association.
- C. (OPTIONAL STEP) The Board may designate a committee which shall hold a hearing on the grievance within eleven (11) days of the receipt of the grievance. Such committee will give a written disposition within six (6) days of the hearing to the Association and the Board.

- D. Subsequent to the disposition, the Board at its next regular meeting may hold a hearing on the grievance, review such grievance or give such consideration as it shall deem appropriate.
1. Failure of the Board to take action on the Board Committee's finding shall constitute acceptance of the committee's finding.
2. If the grievant or the Association is dissatisfied with the Board action on the committee's finding, they shall within six (6) days indicate same to the Board as specified in Step III (A) above.
3. If a Board hearing is required, it shall be held at a mutually agreeable time but not later than two weeks after the Board disposition in Step III (D). The Board shall make its final determination no later than seven (7) days after the hearing, a copy of which shall be furnished to the grievant and the Association.

If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period above provided, the grievance may be submitted to arbitration. Such appeal to arbitration must be taken within twenty (20) days of a Board decision deemed to be unsatisfactory. If the parties cannot agree as to the arbitrator within five (5) calendar days from the notification date that arbitration will be pursued, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern proceedings.

#### STEP IV:

- A. The Board and the Association shall not be permitted to assert in such arbitration preceding any ground or to rely on any evidence not previously disclosed to the other party. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction.
- A. It shall be the function of the arbitrator, and he shall be empowered, except as his powers are limited below, after due investigation, to make decisions in cases of alleged violation of this Agreement.
  1. He shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.
  2. More than one grievance may not be considered by the arbitrator at the same time except upon expressed written mutual consent.
  3. He shall have no authority to award punitive damages.
  4. He shall have no power to rule on any of the following:
    - a. The termination of services of or failure to re-employ any probationary teacher.
    - b. The placing of a non-tenure teacher on an additional year of probation.
    - c. The termination of services or failure to re-employ any teacher to a position on the extra-curricular schedule.
  5. The fees and expenses of the arbitrator shall be equally shared by the Board and the Association.
  6. There shall be no appeal from an arbitrator's decision if within the scope of his authority as set forth above. It shall be final and binding on the Association, its members, the employee or employees involved, and the Board.

**ARTICLE XX**  
**EMPLOYEE BENEFITS**

The Employer shall provide to each bargaining unit member who works at least a three-fourths assignment the choice between the plans listed below (A, B, C, or D) for a full twelve-month period for the bargaining unit member and his/her entire eligible family. The Employer shall sign an Employer participation agreement.

**A. Plan A (employees electing health insurance coverage):**

**MESSA ABC Plan 1 (1300/2600 deductible)**

For the duration of this contract, the district elects to become a "hard cap" district unless both parties agree to switch to an 80/20 calculation. The district will contribute 100% of the published hard cap rate for that year to the premium rate. ~~If the published hard cap rate increases by more than 2.5%, the member will pay the additional cost.~~ Any deductible, premium, taxes or fees not covered by the hard cap rate will be the responsibility of the member.

Negotiated LTD @ 66 2/3%

- \$5,000 Maximum Monthly Benefit
- \$7,500 Eligible Monthly Salary
- 90 Calendar Days Modified Fill
- Maternity Coverage
- Pre-Existing Condition Waiver
- Freeze on Offsets
- Alcoholism/Drug Addiction--2-year limitation
- Mental/Nervous Condition--2-year limitation
- Two Year Own Occupation

VISION LIFE AND DENTAL

Vision: VSP-3 Plus Platinum  
Negotiated Life: \$50,000 with AD& D

<u>Delta Dental:</u>	Class I Benefits	100%	Diagnostic, 2 cleanings/year
	Class II Benefits	80%	Basic Services
	Class III Benefits	80%	Bridgework, Dentures
	Annual Maximum for Class I, II, III		\$2,000 \$2,500
	Class IV	80%	Orthodontics (up to age 19)
	Lifetime Maximum for Class IV		\$2,400

**B. Plan B (employees not electing health coverage)**

1. Members who elect plan € B (cash in lieu) will receive 80% of the 2016-2017 2018-2019 single subscriber rate for MESSA ABC Plan 2 times 12. This total will be divided equally over pays to be applied to the employee cafeteria plan. Cafeteria options shall be chosen from among those carriers identified by the Board. Cash in lieu may be used for cafeteria options, taken as cash or deferred to a district approved 403B account.

Negotiated LTD:	same as Plan A&B above
Negotiated Life:	same as Plan A&B above
Vision:	same as Plan A&B above
Delta Dental:	same as Plan A&B above

- B. All teachers who, at the end of each school year of scheduled duties resign, retire, or are laid off, shall be afforded credit as above until the end of the contract.
- C. Cafeteria options shall include MEA Financial Services and those carriers currently identified by the district. If a carrier remains inactive (no member participation) for more than two years that carrier may be removed if the Association is notified. MEAFS will be exempt from the removal clause.
- D. Members may use the cafeteria plan or payroll deduction to purchase the MEA endorsed Financial Services Long Term Care.

**C. Plan C (employees electing health insurance coverage):**

**MESSA ABC Plan 2 (2000/4000 deductible)**

A special open-enrollment period of 30 days will be given (July 1, 2016-July 30, 2016) to allow members who would like to switch to this plan, the opportunity to do so. The changes will take place on September 1<sup>st</sup>, 2016.

For the duration of this contract, the district elects to become a "hard cap" district unless both parties agree to switch to an 80/20 calculation. The district will contribute 100% of the published hard cap rate for that year to the premium rate. ~~If the published hard cap rate increases by more than 2.5%, the member will pay the additional cost.~~ Any deductible, premium, taxes or fees not covered by the hard cap rate will be the responsibility of the member.

Negotiated LTD @ 66 2/3%

- \$5,000 Maximum Monthly Benefit
- \$7,500 Eligible Monthly Salary
- 90 Calendar Days Modified Fill
- Maternity Coverage
- Pre-Existing Condition Waiver
- Freeze on Offsets
- Alcoholism/Drug Addiction--2-year limitation
- Mental/Nervous Condition--2-year limitation
- Two Year Own Occupation

VISION LIFE AND DENTAL

Vision: VSP-3 Plus Platinum  
Negotiated Life: \$50,000 with AD& D

<u>Delta Dental:</u>	Class I Benefits	100%	Diagnostic, 2 cleanings/year
	Class II Benefits	80%	Basic Services
	Class III Benefits	80%	Bridgework, Dentures
	Annual Maximum for Class I, II, III		<del>\$2,000</del> \$2,500
	Class IV	80%	Orthodontics (up to age 19)
	Lifetime Maximum for Class IV		\$2,400

**D. Plan D (employees electing health insurance coverage):**

**MESSA ABC Plan 2 (2000/4000 deductible with 10% Co-Insurance)**

For the duration of this contract, the district elects to become a "hard cap" district unless both parties agree to switch to an 80/20 calculation. The district will contribute 100% of the published hard cap rate for that year to the premium rate. Any deductible, premium, taxes or fees not covered by the hard cap rate will be the responsibility of the member.

Negotiated LTD @ 66 2/3%

- \$5,000 Maximum Monthly Benefit
- \$7,500 Eligible Monthly Salary
- 90 Calendar Days Modified Fill
- Maternity Coverage
- Pre-Existing Condition Waiver
- Freeze on Offsets
- Alcoholism/Drug Addiction--2-year limitation
- Mental/Nervous Condition--2-year limitation
- Two Year Own Occupation

VISION LIFE AND DENTAL

Vision: VSP-3 Plus Platinum  
Negotiated Life: \$50,000 with AD& D

<u>Delta Dental:</u>	Class I Benefits	100%	Diagnostic, 2 cleanings/year
	Class II Benefits	80%	Basic Services
	Class III Benefits	80%	Bridgework, Dentures
	Annual Maximum for Class I, II, III		\$2,500
	Class IV	80%	Orthodontics
	Lifetime Maximum for Class IV		\$2,400



**ARTICLE XXI**  
**POLICY RELATING TO SCHEDULE A**

A. Members will be restored to their correct step over the course of this 3-year contract using the following guidelines. Calculation will be based on the step they will acquire in 2018-2019 and each will receive  $\frac{1}{3}$  of that increase in their Schedule A salary each of the 3 years of the contract. All members will be at their correct step and pay during the 2018-2019 school year. Members will not be reduced in pay, so all members will move up to the next step where they see an increase in pay and held there until they reach that step. Members attaining new Education Levels will be moved to the correct lane and adjustments will be made to their salary over the remaining years of the contract.

1. ~~If on November 30<sup>th</sup> of each contract year, the audited general fund balance is more than 5%, the Board will increase the Schedule A scale using the following calculations:~~

- ~~• In 2016, Schedule A will increase by  $\frac{1}{2}$  the percentage over 5%.~~
- ~~• In 2017 or 2018, Schedule A will increase by the percentage equal to the percent over 5%.~~
- In 2018-2019, Schedule A will increase 1.5% and a step increase.
- In 2019-2020, Schedule A will increase 1% and a step increase.
- In 2020-2021, Schedule A will increase 1% and a step increase.

~~After the first year over 5%, the increase will be calculated by the percentage gain in the following years:~~

2. ~~Until a fund balance of 5% is reached and maintained:~~

- ~~• If, the June 2017-18 proposed budget, the November 2017-18 budget amendment #1, or the June 30, 2016 audited fund balance does not show an increased fund balance of 1% above the June 2016-17 proposed budget, the November 2016-17 budget amendment #1, or the June 30, 2017 audited fund balance respectively, the Board reserves the right to renegotiate, with the MTEA, the provisions of this contract.~~
- ~~• If, the June 2018-19 proposed budget, the November 2018-19 budget amendment #1, or the June 30, 2017 audited fund balance does not show an increased fund balance of 1% above the June 2017-18 proposed budget, the November 2017-18 budget amendment #1, or the June 30, 2018 audited fund balance respectively, the Board reserves the right to renegotiate, with the MTEA, the provisions of this contract.~~

B. Semester hours of course work for the MA + 30 scales shall be approved on the basis of the following criteria:

1. The completion date of the work must be subsequent to date of the degree and also the date of the first issued certificate, which would have certified or does certify the teacher as assigned. The date of an equivalent out-of-state certificate will be honored under this Section. Equivalency will be determined by State policy.

2. Course work shall be from an accredited institution of higher learning in one or more of the following areas. Further, all credits except where allowed in d. below shall be graduate hours.
  - a. All courses which constitute in full or in part a planned program of study for an advanced degree, or the attainment of a permanent or continuing certificate shall be allowed.
  - b. Credits earned in the teachers' area(s) of certification and/or area(s) of assignment and/or in a related field shall be allowed.
  - c. Where the above criteria would not apply, approval of the Superintendent or his designee shall constitute acceptance of course work.
  - d. All credits presented shall be supported by an official transcript.
  
- C. Any teacher who changes salary schedule status by completing additional course work, shall be placed at the appropriate step on the salary schedule at the beginning of the semester following the completion of course work upon receipt by the Administration of official transcripts or proof of successful course completion verifying the course work. The teacher shall not delay past thirty (30) calendar days after the beginning of the semester (according to the school calendar) to obtain verification from the Institutions before being placed on the next salary schedule.
  
- D. Teachers who teach more than a normal teaching load as set forth in Article V shall receive additional compensation at the rate of 1/6 of their daily rate for each teaching period in excess of such norms.
  
- E. Part-time teachers:
  1. Teachers under contract for a full school year at less than a full teaching load will be given experience credit at the following rates:
    - a. Less than one-half (.5) - 0
    - b. One-half (.5) through full load (1) - 1 year
  2. Teachers teaching a full load for less than a full year will be given experience credit at the following rates:
    - a. Less than ninety (90) student days - 0
    - b. Ninety (90) student days or more - 1 year
  3. Teachers teaching less than a full teaching load will have their salary and annual leave days prorated, including credit for a prorated portion of preparation time.
  
- G. **Counselor Days:** School counselor shall be given additional days to perform necessary scheduling duties prior to the start of the school year and after the year is over. It is the determination of the counselor, with approval from the building administrator, to decide how many of the days they need to work. Counselors will be paid at their salary per diem rate for the days worked.

**High School:** Up to 10 days (5 days at the end of the calendar year and 5 days preceding teacher reporting days).

**Middle School and Elementary:** Up to 5 days total.

H. Merit Pay: All teachers (K-12) in the District will be awarded merit pay based on the percentage of students deemed as Career and College Ready by the SAT scores recorded from the Spring SAT test. The percentage of students deemed Career and College ready will be the dollar amount that each teacher will receive to be paid in July of the calendar year the students are tested.

## POLICY RELATING TO SCHEDULE B

1. Whenever boys' and girls' activities are the same, the pay will be the same.
2. The Board will determine wages of new positions subject to bargaining in new contracts.
3. It is expressly understood that tenure is not granted in any of these assignments and the Board has power to drop any of these activities.
4. Any extra duty assignments beyond the normal teaching schedule shall not be obligatory, but shall be with the consent of the teacher. Preference in making such assignments will be made based on first, best qualified person; second, present staff; and third, other qualified personnel.
5. Research and Development rates apply to special committees or projects that take place outside the negotiated calendar year. Summer training programs requested by the administration will be paid at a daily rate of \$100. This rate does not apply to normal teaching responsibilities.
6. If assistants are hired; the total pay for all assistants will not exceed the dollar value listed in Schedule B. Central Office Administrative approval is needed to add assistants; even if within budgetary constraints.
7. Coaches must have prior approval from the administration to hold practices on weekends or holidays.
8. On staff coaches will not participate in practice when teachers are required to be on duty. (Including but not limited to Parent Teacher Conferences, Faculty Meetings and Professional Development)
9. Bargaining Unit members will be given priority consideration for all Schedule B positions.
10. Schedule B will remain unchanged until such time as the BA base increases beyond \$36,806 which is used to calculate the schedule B pay currently.
11. Schedule B steps, which have been earned, will be awarded if the fund equity reaches 6% on any audited budget to all coaches.

## **POLICY RELATING TO DISTRICT PAID ANNUITY**

- A. The Board and the Association recognize the importance of each employee pursuing an active retirement savings program and in providing sound investment alternatives to assist them in achieving their retirement savings goal.
- B. The parties agree that the district will utilize a neutral third party administrator (TPA) for the school district's 403(b) Tax Sheltered Deferred Retirement Plan.

Approved vendors for the 403(b) plans recognized by the district are: MEA Financial Services and current district vendors who agree to comply with the new IRS regulations. In addition, any new vendors will be added to the TPA who would meet the current requirements of district policy (at least [3] MTEA members) and IRS regulations.

- C. The parties further understand and agree that the regulations regarding the administration of 403 (b) plans continue to evolve, and it is the intent of the parties to comply with all legal requirements. Accordingly, the parties agree that:
  - 1. A plan document, consistent with all legal requirements has been adopted by the Board, including acceptance of contributions to the plan from monies generated by liquidation of another plan (i.e. "rollover"); and, any monies taken under a salary reduction agreement shall be remitted to the appropriate approved vendor under the plan within fourteen (14) business days following the act of reduction of salary for the purpose.

Schedule A:

STEP	BA	MA	MA+30
0	36000	42000	45000
1	37000	43000	46000
2	38000	44000	47000
3	39000	45000	48000
4	40500	46500	49500
5	42000	48000	51000
6	43500	49500	52500
7	45000	51000	54000
8	46500	52500	55500
9	48000	54000	57000
10	49500	55500	58500
11	51000	57000	60000
12	52500	58500	61500
13	54000	60000	63000
14	55500	61500	64500
15	58000	64000	67000
16	59500	65500	68500
17	60000	66000	69000
18	60500	66500	69500
19	61000	67000	70000
20	61500	67500	70500
21	61500	67500	70500
22	61500	67500	70500
23	61500	67500	70500
24	62000	68000	71000
25	62000	68000	71000
26	62000	68000	71000
27	62000	68000	71000
28	62500	68500	71500
29	62500	68500	71500
30	63000	69000	72000

**Schedule A 2018-2019**

STEP	BA	MA	MA+30
0	37052	43227	46314
1	38081	44256	47344
2	39110	45285	48373
3	40139	46314	49402
4	41683	47858	50946
5	43227	49402	52490
6	44771	50946	54034
7	46314	52490	55577
8	47858	54034	57121
9	49402	55577	58665
10	50946	57121	60209
11	52490	58665	61753
12	54034	60209	63296
13	55577	61753	64840
14	57121	63296	66384
15	59694	65869	68957
16	61238	67413	70501
17	61753	67928	71015
18	62267	68442	71530
19	62782	68957	72045
20	63296	69472	72559
21	63296	69472	72559
22	63296	69472	72559
23	63296	69472	72559
24	63811	69986	73074
25	63811	69986	73074
26	63811	69986	73074
27	63811	69986	73074
28	64326	70501	73589
29	64326	70501	73589
30	64840	71015	74103

## Schedule A 2019-2020

STEP	BA	MA	MA+30
0	37422	43659	46778
1	38462	44699	47817
2	39501	45738	48857
3	40541	46778	49896
4	42100	48337	51455
5	43659	49896	53015
6	45218	51455	54574
7	46778	53015	56133
8	48337	54574	57692
9	49896	56133	59252
10	51455	57692	60811
11	53015	59252	62370
12	54574	60811	63929
13	56133	62370	65489
14	57692	63929	67048
15	60291	66528	69647
16	61850	68087	71206
17	62370	68607	71726
18	62890	69127	72245
19	63410	69647	72765
20	63929	70166	73285
21	63929	70166	73285
22	63929	70166	73285
23	63929	70166	73285
24	64449	70686	73805
25	64449	70686	73805
26	64449	70686	73805
27	64449	70686	73805
28	64969	71206	74324
29	64969	71206	74324
30	65489	71726	74844

## Schedule A 2020-2021

STEP	BA	MA	MA+30
0	37796	44096	47245
1	38846	45146	48295
2	39896	46195	49345
3	40946	47245	50395
4	43521	48820	51970
5	44096	50395	53545
6	45671	51970	55120
7	47245	53545	56694
8	48820	55120	58269
9	50395	56694	59844
10	51970	58269	61419
11	53545	59844	62994
12	55120	61419	64569
13	56694	62994	66144
14	58269	64569	67718
15	60894	67193	70343
16	62469	68768	71918
17	62994	69293	72443
18	63519	69818	72968
19	64044	70343	73493
20	64569	70868	74018
21	64569	70868	74018
22	64569	70868	74018
23	64569	70868	74018
24	65094	71393	74543
25	65094	71393	74543
26	65094	71393	74543
27	65094	71393	74543
28	65619	71918	75068
29	65619	71918	75068
30	66144	72443	75593



### Schedule B-MHS

Steps	1		2		3		4		5	
	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount
Var Ftbll/BB	14.0	5,153	14.5	5,337	15.0	5,521	15.5	5,705	16.0	5,889
Asst Ftbll/BB	9.0	3,313	9.5	3,497	10.0	3,681	10.5	3,865	11.0	4,049
Freshman-BB	7.0	2,576	7.5	2,760	8.0	2,944	8.5	3,129	9.0	3,313
Soccer	9.0	3,313	9.5	3,497	10.0	3,681	10.5	3,865	11.0	4,049
Asst Soccer	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Wrestling HC	9.0	3,313	9.5	3,497	10.0	3,681	10.5	3,865	11.0	4,049
Asst Wrestling	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Var Base/Softball	9.0	3,313	9.5	3,497	10.0	3,681	10.5	3,865	11.0	4,049
Asst Base/Softball	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Track HC	9.0	3,313	9.5	3,497	10.0	3,681	10.5	3,865	11.0	4,049
Asst Track	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Cross-Country	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Tennis	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Golf	7.0	2,576	7.5	2,760	8.0	2,944	8.5	3,129	9.0	3,313
Volleyball HC	9.0	3,313	9.5	3,497	10.0	3,681	10.5	3,865	11.0	4,049
Asst Volleyball	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Freshman Volleyball	4.0	1,472	4.5	1,656	5.0	1,840	5.5	2,024	6.0	2,208
Band	11.0	4,049	11.5	4,233	12.0	4,417	12.5	4,601	13.0	4,785
Chorus	7.5	2,760	8.0	2,944	8.5	3,129	9.0	3,313	9.5	3,497
Drum-Line	2.0	736	2.5	920	3.0	1,104				
Varsity FB Cheer	9.0	3,313	9.5	3,497	10.0	3,681	10.5	3,865	11.0	4,049
Competitive Cheer	9.0	3,313	9.5	3,497	10.0	3,681	10.5	3,865	11.0	4,049
Cheerlead JV FB	6.0	2,208	6.5	2,392	7.0	2,576	7.5	2,760	8.0	2,944
Yearbook with class	3.0	1,104	3.5	1,288	4.0	1,472	4.5	1,656	5.0	1,840
Yearbook w/o class	8.0	2,944	8.5	3,129	9.0	3,313	9.5	3,497	10.0	3,681
Drama Club	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Prom Advisor	1.0	368	1.5	552	2.0	736	2.5	920	3.0	1,104
Student Senate	3.0	1,104	3.5	1,288	4.0	1,472	4.5	1,656	5.0	1,840
Sen-Class Advisor	1.0	368	1.5	552	2.0	736	2.5	920	3.0	1,104
Jun-Class Advisor	.5	184	1.0	368	1.5	552				
Debate/Forensics	7.0	2,576	7.5	2,760	8.0	2,944	8.5	3,129	9.0	3,313
Academic Award	1.0	368								
NHS	2.5	920	3.0	1,104	3.5	1,288	4.0	1,472	4.5	1,656
Journalism	2.0	736	2.5	920	3.0	1,104	3.5	1,288	4.0	1,472
Summer Ag	7.0	2,576	7.5	2,760	8.0	2,944	8.5	3,129	9.0	3,313
FFA School Year	7.0	2,576	7.5	2,760	8.0	2,944	8.5	3,129	9.0	3,313
DECA	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
SADD	2.5	920	3.0	1,104	3.5	1,288				
First Team (Robotics)	7.0	2,576	7.5	2,760	8.0	2,944	8.5	3,129	9.0	3,313
Science Olympics	2.3	847								
Close Up	2.5	920								
Mentor—1 <sup>st</sup> Year Prob.	1.0	368								
Mentor—2 <sup>nd</sup> Year Prob.	.5	184								
Mentor—3 <sup>rd</sup> year Prob.	.25	92								

## Schedule B NBC

Steps	-	1	-	2	-	3	-	4	-	5
-	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount
-	-	-	-	-	-	-	-	-	-	-
Head Football	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Asst Football	4.0	1,472	4.5	1,656	5.0	1,840	5.5	2,024	6.0	2,208
Head Track	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Asst Track	4.0	1,472	4.5	1,656	5.0	1,840	5.5	2,024	6.0	2,208
Basketball 7&8	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Wrestling	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Asst Wrestling	4.0	1,472	4.5	1,656	5.0	1,840	5.5	2,024	6.0	2,208
Volleyball 7&8	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Intramurals	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Band	5.0	1,840	5.5	2,024	6.0	2,208	6.5	2,392	7.0	2,576
Asst. Band	1.5	552	2.0	736	2.5	920	3.0	1,104	3.5	1,288
Chorus	2.0	736	2.5	920	3.0	1,104	3.5	1,288	4.0	1,472
Student Council	1.0	368	1.5	552	2.0	736	2.5	920	3.0	1,104
Student Activities	2.0	736	2.5	920	3.0	1,104	3.5	1,288	4.0	1,472
Cheerleading Winter	2.5	920	3.0	1,104	3.5	1,288	4.0	1,472	4.5	1,656
Yearbook	1.0	368	1.5	552	2.0	736	2.5	920	3.0	1,104
Science Olympics	2.3	847	-	-	-	-	-	-	-	-
-Mentor - 1st Year Prob.	1.0	368	-	-	-	-	-	-	-	-
-Mentor - 2nd Year Prob.	0.5	184	-	-	-	-	-	-	-	-
-Mentor - 3rd Year Prob.	0.25	92	-	-	-	-	-	-	-	-

## Schedule B RRO

Steps		1		2		3		4		5
	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount
Elem Vocal	1.0	368	1.5	552	2.0	736	2.5	920	3.0	1,104
Grade Level Coordinator	1.5	552	2.0	736	2.5	920				
Safety Patrol	1.5	552	2.0	736	2.5	920				
Mentor - 1st Year Prob.	1.0	368								
Mentor - 2nd Year Prob.	0.5	184								
Mentor - 3rd Year Prob.	0.25	92								

## Schedule B Other

RESEARCH AND DEVELOPMENT	.00058 OF BASE	\$21.35
SCOREKEEPER BOOKKEEPER TIMER	.00050 OF BASE	\$18.40
HOMEBOUND TEACHER	.00058 OF BASE	\$21.35
SUMMER SCHOOL TEACHER	.00078 OF BASE	\$28.71

### Schedule B MHS 2018-2019

Steps		1		2		3		4		5
	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount
Varsity Football	14.0	5,187	14.5	5,373	15.0	5,558	15.5	5,743	16.0	5,928
JV Football	9.0	3,335	9.5	3,520	10.0	3,705	10.5	3,890	11.0	4,076
Varsity Basketball	14.0	5,187	14.5	5,373	15.0	5,558	15.5	5,743	16.0	5,928
JV Basketball	9.0	3,335	9.5	3,520	10.0	3,705	10.5	3,890	11.0	4,076
Freshman BB	7.0	2,594	7.5	2,779	8.0	2,964	8.5	3,149	9.0	3,335
Soccer	9.0	3,335	9.5	3,520	10.0	3,705	10.5	3,890	11.0	4,076
JV Soccer	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Wrestling HC	9.0	3,335	9.5	3,520	10.	3,705	10.5	3,890	11.0	4,076
Asst Wrestling	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Var Baseball/Softball	9.0	3,335	9.5	3,520	10.0	3,705	10.5	3,890	11.0	4,076
JV Baseball/Softball	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Track HC	9.0	3,335	9.5	3,520	10.0	3,705	10.5	3,890	11.0	4,076
Asst. Track	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Cross Country	7.0	2,594	7.5	2,779	8	2,964	8.5	3,149	9	3,335
Asst. Cross Country	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Tennis	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Golf	7.0	2,594	7.5	2,779	8.0	2,964	8.5	3,149	9.0	3,335
Volleyball HC	9.0	3,335	9.5	3,520	10.0	3,705	10.5	3,890	11.0	4,076
JV Volleyball	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Freshman Volleyball	4.0	1,482	4.5	1,667	5.0	1,853	5.5	2,038	6.0	2,223
Band	11.0	4,076	11.5	4,261	12.0	4,446	12.5	4,632	13.0	4,817
Chorus	7.5	2,779	8.0	2,964	8.5	3,149	9.0	3,335	9.5	3,520
Drum Line	2.0	741	2.5	926	3.0	1,112				
Varsity FB Cheer	9.0	3,335	9.5	3,520	10.0	3,705	10.5	3,890	11.0	4,076
Competitive Cheer	9.0	3,335	9.5	3,520	10.0	3,705	10.5	3,890	11.0	4,076
Cheerlead JV FB	6.0	2,223	6.5	2,408	7.0	2,594	7.5	2,779	8.0	2,964
Yearbook-with class	3.0	1,112	3.5	1,297	4.0	1,482	4.5	1,667	5.0	1,853
Yearbook w/o class	8.0	2,964	8.5	3,149	9.0	3,335	9.5	3,520	10.0	3,705
Drama Club	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Prom Advisor	1.0	371	1.5	556	2.0	741	2.5	926	3.0	1,112
Student Senate	3.0	1,112	3.5	1,297	4.0	1,482	4.5	1,667	5.0	1,853
Sen Class Advisor	1.0	371	1.5	556	2.0	741	2.5	926	3.0	1,112
Jun Class Advisor	.5	185	1.0	371	1.5	556				
Debate/Forensics	7.0	2,594	7.5	2,779	8.0	2,964	8.5	3,149	9.0	3,335
Academic Award	1.0	371								
NHS	2.5	926	3.0	1,112	3.5	1,297	4.0	1,482	4.5	1,667
Journalism	2.0	741	2.5	926	3.0	1,112	3.5	1,297	4.0	1,482
Summer Ag	7.0	2,594	7.5	2,779	8.0	2,964	8.5	3,149	9.0	3,335
FFA School Year	7.0	2,594	7.5	2,779	8.0	2,964	8.5	3,149	9.0	3,335
DECA	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
SADD	2.5	926	3.0	1,112	3.5	1,297				
First Team (Robotics)	7.0	2,594	7.5	2,779	8.0	2,964	8.5	3,149	9.0	3,335
Science Olympics	2.3	852								
Close Up	2.5	926								
Mentor – 1 <sup>st</sup> Year Prob.	1.0	371								
Mentor – 2 <sup>nd</sup> Year Prob.	.5	185								
Mentor – 3 <sup>rd</sup> year Prob.	.25	93								

**Schedule B NBC 2018-2019**

Steps	1		2		3		4		5	
	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount
Head Football	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Asst Football	4.0	1,482	4.5	1,667	5.0	1,853	5.5	2,038	6.0	2,223
Head Cross Country	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Asst Cross Country	4.0	1,482	4.5	1,667	5.0	1,853	5.5	2,038	6.0	2,223
Head Track	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Asst Track	4.0	1,482	4.5	1,667	5.0	1,853	5.5	2,038	6.0	2,223
Basketball 7&8	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Wrestling	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Asst Wrestling	4.0	1,482	4.5	1,667	5.0	1,853	5.5	2,038	6.0	2,223
Volleyball 7&8	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Intramurals	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Band	5.0	1,853	5.5	2,038	6.0	2,223	6.5	2,408	7.0	2,594
Asst. Band	1.5	556	2.0	741	2.5	926	3.0	1,112	3.5	1,297
Chorus	2.0	741	2.5	926	3.0	1,112	3.5	1,297	4.0	1,482
Student Council	1.0	371	1.5	556	2.0	741	2.5	926	3.0	1,112
Student Activities	2.0	741	2.5	926	3.0	1,112	3.5	1,297	4.0	1,482
Cheerleading Winter	2.5	926	3.0	1,112	3.5	1,297	4.0	1,482	4.5	1,667
Yearbook	1.0	371	1.5	556	2.0	741	2.5	926	3.0	1,112
Robotics	1.0	371								
Math Counts	1.0	371								
Project Citizen	1.0	371								
Drama	1.0	371								
Science Olympics	2.3	852								
Mentor - 1st Year Prob.	1.0	371								
Mentor - 2nd Year Prob.	0.5	185								
Mentor - 3rd Year Prob.	0.25	93								

**RRO ELEMENTARY SCHOOL SCHEDULE B 2018-2019**

Steps	1		2		3		4		5	
	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount
Elementary Vocal	1.0	371	1.5	556	2.0	741	2.5	926	3.0	1,112
Grade Level Coordinator	1.5	556	2.0	741	2.5	926				
Safety Patrol	1.5	556	2.0	741	2.5	926				
Mentor - 1st Year Prob.	1.0	371								
Mentor - 2nd Year Prob.	0.5	185								
Mentor - 3rd Year Prob.	0.25	93								

**Schedule B Other**

RESEARCH AND DEVELOPMENT	.00058 OF BASE	\$21.49
SCOREKEEPER-BOOKKEEPER-TIMER	.00050 OF BASE	\$18.53
HOMEBOUND TEACHER	.00058 OF BASE	\$21.49
SUMMER SCHOOL TEACHER	.00078 OF BASE	\$28.90

**Schedule B MHS 2019-2020**

Steps	1		2		3		4		5	
	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount
Varsity Football	14.0	5,239	14.5	5,426	15.0	5,613	15.5	5,800	16.0	5,988
JV Football	9.0	3,368	9.5	3,555	10.0	3,742	10.5	3,929	11.0	4,116
Varsity Basketball	14.0	5,239	14.5	5,426	15.0	5,613	15.5	5,800	16.0	5,988
JV Basketball	9.0	3,368	9.5	3,555	10.0	3,742	10.5	3,929	11.0	4,116
Freshman BB	7.0	2,620	7.5	2,807	8.0	2,994	8.5	3,181	9.0	3,368
Soccer	9.0	3,368	9.5	3,555	10.0	3,742	10.5	3,929	11.0	4,116
JV Soccer	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Wrestling HC	9.0	3,368	9.5	3,555	10.0	3,742	10.5	3,929	11.0	4,116
Asst Wrestling	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Var Baseball/Softball	9.0	3,368	9.5	3,555	10.0	3,742	10.5	3,929	11.0	4,116
JV Baseball/Softball	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Track HC	9.0	3,368	9.5	3,555	10.0	3,742	10.5	3,929	11.0	4,116
Asst. Track	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Cross Country	7.0	2,620	7.5	2,807	8.0	2,994	8.5	3,181	9.0	3,368
Asst. Cross Country	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Tennis	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Golf	7.0	2,620	7.5	2,807	8.0	2,994	8.5	3,181	9.0	3,368
Volleyball HC	9.0	3,368	9.5	3,555	10.0	3,742	10.5	3,929	11.0	4,116
JV Volleyball	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Freshman Volleyball	4.0	1,497	4.5	1,684	5.0	1,871	5.5	2,058	6.0	2,245
Band	11.0	4,116	11.5	4,304	12.0	4,491	12.5	4,678	13.0	4,865
Chorus	7.5	2,807	8.0	2,994	8.5	3,181	9.0	3,368	9.5	3,555
Drum Line	2.0	748	2.5	936	3.0	1,123				
Varsity FB Cheer	9.0	3,368	9.5	3,555	10.0	3,742	10.5	3,929	11.0	4,116
Competitive Cheer	9.0	3,368	9.5	3,555	10.0	3,742	10.5	3,929	11.0	4,116
Cheerlead JV FB	6.0	2,245	6.5	2,432	7.0	2,620	7.5	2,807	8.0	2,994
Yearbook-with class	3.0	1,123	3.5	1,310	4.0	1,497	4.5	1,684	5.0	1,871
Yearbook w/o class	8.0	2,994	8.5	3,181	9.0	3,368	9.5	3,555	10.0	3,742
Drama Club	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Prom Advisor	1.0	374	1.5	561	2.0	748	2.5	936	3.0	1,123
Student Senate	3.0	1,123	3.5	1,310	4.0	1,497	4.5	1,684	5.0	1,871
Sen Class Advisor	1.0	374	1.5	561	2.0	748	2.5	936	3.0	1,123
Jun Class Advisor	.5	187	1.0	374	1.5	561				
Debate/Forensics	7.0	2,620	7.5	2,807	8.0	2,994	8.5	3,181	9.0	3,368
Academic Award	1.0	374								
NHS	2.5	936	3.0	1,123	3.5	1,310	4.0	1,497	4.5	1,684
Journalism	2.0	748	2.5	936	3.0	1,123	3.5	1,310	4.0	1,497
Summer Ag	7.0	2,620	7.5	2,807	8.0	2,994	8.5	3,181	9.0	3,368
FFA School Year	7.0	2,620	7.5	2,807	8.0	2,994	8.5	3,181	9.0	3,368
DECA	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
SADD	2.5	936	3.0	1,123	3.5	1,310				
First Team (Robotics)	7.0	2,620	7.5	2,807	8.0	2,994	8.5	3,181	9.0	3,368
Science Olympics	2.3	861								
Close Up	2.5	936								
Mentor – 1 <sup>st</sup> Year Prob.	1.0	374								
Mentor – 2 <sup>nd</sup> Year Prob.	.5	187								
Mentor – 3 <sup>rd</sup> year Prob.	.25	94								

## Schedule B NBC 2019-2020

Steps	1		2		3		4		5	
	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount
Head Football	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Asst Football	4.0	1,497	4.5	1,684	5.0	1,871	5.5	2,058	6.0	2,245
Head Cross Country	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Asst Cross Country	4.0	1,497	4.5	1,684	5.0	1,871	5.5	2,058	6.0	2,245
Head Track	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Asst Track	4.0	1,497	4.5	1,684	5.0	1,871	5.5	2,058	6.0	2,245
Basketball 7&8	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Wrestling	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Asst Wrestling	4.0	1,497	4.5	1,684	5.0	1,871	5.5	2,058	6.0	2,245
Volleyball 7&8	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Intramurals	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Band	5.0	1,871	5.5	2,058	6.0	2,245	6.5	2,432	7.0	2,620
Asst. Band	1.5	561	2.0	748	2.5	936	3.0	1,123	3.5	1,310
Chorus	2.0	748	2.5	936	3.0	1,123	3.5	1,310	4.0	1,497
Student Council	1.0	374	1.5	561	2.0	748	2.5	936	3.0	1,123
Student Activities	2.0	748	2.5	936	3.0	1,123	3.5	1,310	4.0	1,497
Cheerleading Winter	2.5	936	3.0	1,123	3.5	1,310	4.0	1,497	4.5	1,684
Yearbook	1.0	374	1.5	561	2.0	748	2.5	936	3.0	1,123
Robotics	1.0	374								
Math Counts	1.0	374								
Project Citizen	1.0	374								
Drama	1.0	374								
Science Olympics	2.3	861								
Mentor - 1st Year Prob.	1.0	374								
Mentor - 2nd Year Prob.	0.5	187								
Mentor - 3rd Year Prob.	0.25	94								

**RRO ELEMENTARY SCHOOL SCHEDULE B 2019-2020**

Steps	1		2		3		4		5	
	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount
Elementary Vocal	1.0	374	1.5	561	2.0	748	2.5	936	3.0	1,123
Grade Level Coordinator	1.5	561	2.0	748	2.5	936				
Safety Patrol	1.5	561	2.0	748	2.5	936				
Mentor - 1st Year Prob.	1.0	374								
Mentor - 2nd Year Prob.	0.5	187								
Mentor - 3rd Year Prob.	0.25	94								

**Schedule B Other**

RESEARCH AND DEVELOPMENT	.00058 OF BASE	\$21.70
SCOREKEEPER-BOOKKEEPER-TIMER	.00050 OF BASE	\$18.71
HOMEBOUND TEACHER	.00058 OF BASE	\$21.70
SUMMER SCHOOL TEACHER	.00078 OF BASE	\$29.19



## Schedule B MHS 2020-2021

Steps	1		2		3		4		5	
	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount
Varsity Football	14.0	5,291	14.5	5,480	15.0	5,669	15.5	5,858	16.0	6,047
JV Football	9.0	3,402	9.5	3,591	10.0	3,780	10.5	3,969	11.0	4,158
Varsity Basketball	14.0	5,291	14.5	5,480	15.0	5,669	15.5	5,858	16.0	6,047
JV Basketball	9.0	3,402	9.5	3,591	10.0	3,780	10.5	3,969	11.0	4,158
Freshman BB	7.0	2,646	7.5	2,835	8.0	3,024	8.5	3,213	9.0	3,402
Soccer	9.0	3,402	9.5	3,591	10.0	3,780	10.5	3,969	11.0	4,158
JV Soccer	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Wrestling HC	9.0	3,402	9.5	3,591	10.0	3,780	10.5	3,969	11.0	4,158
Asst Wrestling	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Var Baseball/Softball	9.0	3,402	9.5	3,591	10.0	3,780	10.5	3,969	11.0	4,158
JV Baseball/Softball	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Track HC	9.0	3,402	9.5	3,591	10.0	3,780	10.5	3,969	11.0	4,158
Asst. Track	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Cross Country	7.0	2,646	7.5	2,835	8.0	3,024	8.5	3,213	9.0	3,402
Asst. Cross Country	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Tennis	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Golf	7.0	2,646	7.5	2,835	8.0	3,024	8.5	3,213	9.0	3,402
Volleyball HC	9.0	3,402	9.5	3,591	10.0	3,780	10.5	3,969	11.0	4,158
JV Volleyball	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Freshman Volleyball	4.0	1,512	4.5	1,701	5.0	1,890	5.5	2,079	6.0	2,268
Band	11.0	4,158	11.5	4,347	12.0	4,536	12.5	4,725	13.0	4,913
Chorus	7.5	2,835	8.0	3,024	8.5	3,213	9.0	3,402	9.5	3,591
Drum Line	2.0	756	2.5	945	3.0	1,134				
Varsity FB Cheer	9.0	3,402	9.5	3,591	10.0	3,780	10.5	3,969	11.0	4,158
Competitive Cheer	9.0	3,402	9.5	3,591	10.0	3,780	10.5	3,969	11.0	4,158
Cheerlead JV FB	6.0	2,268	6.5	2,457	7.0	2,646	7.5	2,835	8.0	3,024
Yearbook-with class	3.0	1,134	3.5	1,323	4.0	1,512	4.5	1,701	5.0	1,890
Yearbook w/o class	8.0	3,024	8.5	3,213	9.0	3,402	9.5	3,591	10.0	3,780
Drama Club	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Prom Advisor	1.0	378	1.5	567	2.0	756	2.5	945	3.0	1,134
Student Senate	3.0	1,134	3.5	1,323	4.0	1,512	4.5	1,701	5.0	1,890
Sen Class Advisor	1.0	378	1.5	567	2.0	756	2.5	945	3.0	1,134
Jun Class Advisor	.5	189	1.0	378	1.5	567				
Debate/Forensics	7.0	2,646	7.5	2,835	8.0	3,024	8.5	3,213	9.0	3,402
Academic Award	1.0	378								
NHS	2.5	945	3.0	1,134	3.5	1,323	4.0	1,512	4.5	1,701
Journalism	2.0	756	2.5	945	3.0	1,134	3.5	1,323	4.0	1,512
Summer Ag	7.0	2,646	7.5	2,835	8.0	3,024	8.5	3,213	9.0	3,402
FFA School Year	7.0	2,646	7.5	2,835	8.0	3,024	8.5	3,213	9.0	3,402
DECA	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
SADD	2.5	945	3.0	1,134	3.5	1,323				
First Team (Robotics)	7.0	2,646	7.5	2,835	8.0	3,024	8.5	3,213	9.0	3,402
Science Olympics	2.3	869								
Close Up	2.5	945								
Mentor – 1 <sup>st</sup> Year Prob.	1.0	378								
Mentor – 2 <sup>nd</sup> Year Prob.	.5	189								
Mentor – 3 <sup>rd</sup> year Prob.	.25	94								

**Schedule B NBC 2020-2021**

Steps	1		2		3		4		5	
	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount
Head Football	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Asst Football	4.0	1,512	4.5	1,701	5.0	1,890	5.5	2,079	6.0	2,268
Head Cross Country	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Asst Cross Country	4.0	1,512	4.5	1,701	5.0	1,890	5.5	2,079	6.0	2,268
Head Track	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Asst Track	4.0	1,512	4.5	1,701	5.0	1,890	5.5	2,079	6.0	2,268
Basketball 7&8	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Wrestling	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Asst Wrestling	4.0	1,512	4.5	1,701	5.0	1,890	5.5	2,079	6.0	2,268
Volleyball 7&8	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Intramurals	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Band	5.0	1,890	5.5	2,079	6.0	2,268	6.5	2,457	7.0	2,646
Asst. Band	1.5	567	2.0	756	2.5	945	3.0	1,134	3.5	1,323
Chorus	2.0	756	2.5	945	3.0	1,134	3.5	1,323	4.0	1,512
Student Council	1.0	378	1.5	567	2.0	756	2.5	945	3.0	1,134
Student Activities	2.0	756	2.5	945	3.0	1,134	3.5	1,323	4.0	1,512
Cheerleading Winter	2.5	945	3.0	1,134	3.5	1,323	4.0	1,512	4.5	1,701
Yearbook	1.0	378	1.5	567	2.0	756	2.5	945	3.0	1,134
Robotics	1.0	378								
Math Counts	1.0	378								
Project Citizen	1.0	378								
Drama	1.0	378								
Science Olympics	2.3	869								
Mentor - 1st Year Prob.	1.0	378								
Mentor - 2nd Year Prob.	0.5	189								
Mentor - 3rd Year Prob.	0.25	94								

**RRO ELEMENTARY SCHOOL SCHEDULE B 2020-2021**

Steps	1		2		3		4		5	
	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount
Elementary Vocal	1.0	378	1.5	567	2.0	756	2.5	945	3.0	1,134
Grade Level Coordinator	1.5	567	2.0	756	2.5	945				
Safety Patrol	1.5	567	2.0	756	2.5	945				
Mentor - 1st Year Prob.	1.0	378								
Mentor - 2nd Year Prob.	0.5	189								
Mentor - 3rd Year Prob.	0.25	94								

**Schedule B Other**

RESEARCH AND DEVELOPMENT	.00058 OF BASE	\$21.92
SCOREKEEPER-BOOKKEEPER-TIMER	.00050 OF BASE	\$18.90
HOMEBOUND TEACHER	.00058 OF BASE	\$21.92
SUMMER SCHOOL TEACHER	.00078 OF BASE	\$29.48

**-District Paid-403B**

<b>Step</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>
-	-	-	-
<b>0.0</b>	<b>552</b>	<b>605</b>	<b>632</b>
<b>0.5</b>	<b>567</b>	<b>621</b>	<b>649</b>
<b>1.0</b>	<b>581</b>	<b>637</b>	<b>666</b>
<b>1.5</b>	<b>596</b>	<b>653</b>	<b>683</b>
<b>2.0</b>	<b>611</b>	<b>669</b>	<b>699</b>
<b>2.5</b>	<b>626</b>	<b>685</b>	<b>716</b>
<b>3.0</b>	<b>640</b>	<b>701</b>	<b>733</b>
<b>3.5</b>	<b>655</b>	<b>717</b>	<b>750</b>
<b>4.0</b>	<b>670</b>	<b>733</b>	<b>767</b>
<b>4.5</b>	<b>684</b>	<b>749</b>	<b>783</b>
<b>5.0</b>	<b>699</b>	<b>765</b>	<b>800</b>
<b>5.5</b>	<b>714</b>	<b>781</b>	<b>817</b>
<b>6.0</b>	<b>728</b>	<b>798</b>	<b>834</b>
<b>6.5</b>	<b>743</b>	<b>814</b>	<b>851</b>
<b>7.0</b>	<b>758</b>	<b>830</b>	<b>868</b>
<b>7.5</b>	<b>772</b>	<b>846</b>	<b>884</b>
<b>8.0</b>	<b>787</b>	<b>862</b>	<b>901</b>
<b>8.5</b>	<b>802</b>	<b>878</b>	<b>918</b>
<b>9.0</b>	<b>816</b>	<b>894</b>	<b>935</b>
<b>9.5</b>	<b>831</b>	<b>910</b>	<b>952</b>
<b>10.0</b>	<b>846</b>	<b>926</b>	<b>968</b>
<b>10.5</b>	<b>860</b>	<b>942</b>	<b>985</b>
<b>11.0</b>	<b>875</b>	<b>958</b>	<b>1,002</b>
<b>11.5</b>	<b>875</b>	<b>958</b>	<b>1,002</b>
<b>12.0</b>	<b>875</b>	<b>958</b>	<b>1,002</b>
<b>12.5</b>	<b>875</b>	<b>958</b>	<b>1,002</b>
<b>13.0</b>	<b>875</b>	<b>958</b>	<b>1,002</b>
<b>13.5</b>	<b>875</b>	<b>958</b>	<b>1,002</b>
<b>14.0</b>	<b>875</b>	<b>958</b>	<b>1,002</b>
<b>14.5</b>	<b>875</b>	<b>958</b>	<b>1,002</b>
<b>15.0</b>	<b>905</b>	<b>990</b>	<b>1,036</b>

**District Paid 403B – 0.5% of Base in 2020-2021**

Step	BA	MA	MA+30
0	189	220	236
1	194	226	241
2	199	231	247
3	205	236	252
4	213	244	260
5	220	252	268
6	228	260	276
7	236	268	283
8	244	276	291
9	252	283	299
10	260	291	307
11	268	299	315
12	276	307	323
13	283	315	331
14	291	323	339
15	304	336	352
16	312	344	360
17	315	346	362
18	318	349	365
19	320	352	367
20	323	354	370
21	323	354	370
22	323	354	370
23	323	354	370
24	325	357	373
25	325	357	373
26	325	357	373
27	325	357	373
28	328	360	375
29	328	360	375
30	331	362	378

CALENDAR 2016-2017

2016-2017  
Academic Year Calendar

ALL Buildings

180 days with PD early release

**July 16**

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

14full - 1 half-4ER

**September 16**

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

15 full - 2 half-4ER

**January 17**

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

17 full- 5ER

**May 17**

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

15 full - 2 half-4ER

**October 16**

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

14 full - 1 half- 4ER

**February 17**

Su	M	Tu	W	Th	F	Sa
				2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

4full - 2 half- 1ER

**June 17**

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

15 full - 5ER

**November 16**

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

16full - 1 half-5ER

**March 17**

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**July 17**

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**August 16**

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

12 full-2ER

**December 16**

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

12 full - 3 ER

**April 17**

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Notes

- PD Full Day
- PD Half Day
- PD -Early Release (1 hour)
- No School
- Half Day
- P.T. Conferences

- Aug.29: 1st Day New Teachers
- Aug 30- PD
- Aug 31- 1/2 day PD- 1/2 day Room Prep
- Sept. 6: First Day 1/2 day
- Oct. 26-27: P.T. Conferences
- Oct. 27-28: Half Days
- Nov. 24-25: Thanksgiving Break
- Dec. 21-Jan.2 Christmas Break No School
- Jan. 20: 1/2 day Exams and Records
- Feb 17 1/2 Day- Mid Winter Break
- Feb 20: No School - Mid Winter Break
- Mar 29 P.T. Conferences
- Mar. 30 Half Day ( Spring Break)
- Mar. 31 to April 7: No School Spring Break
- May 29: No School Memorial Day
- June 9: 1/2 Exams and Records

134 full days 9 half days 37 Early Release  
Total: 180  
Full day=390 minutes/Half Day=210 m.  
Early Release=330  
Total Min=66360 (hrs=1106)

Calendars by Vertex42.com  
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## EARLY RELEASE SCHEDULE 2016-2017

<b>2016-2017</b>																												<b>Early Release Code</b>	
<b>Academic Year Calendar</b>																													
<b>July 16</b>														<b>August 16</b>															
Su M Tu W Th F Sa														Su M Tu W Th F Sa															
1 2														1 2 3 4 5 6														Sept.7: #1	
3 4 5 6 7 8 9														7 8 9 10 11 12 13														Sept.14: #2	
10 11 12 13 14 15 16														14 15 16 17 18 19 20														Sept 21: #3	
17 18 19 20 21 22 23														21 22 23 24 25 26 27														Sept 28: #4	
24 25 26 27 28 29 30														28 29 30 31														Oct 5: #1	
31																												Oct 12: #2	
14full - 1 half-4ER														15 full - 2 half-4ER														Oct 19: #3	
<b>September 16</b>														<b>October 16</b>														Oct 26: PT Conferences	
Su M Tu W Th F Sa														Su M Tu W Th F Sa															
1 2 3														1														Nov 2: #1	
4 5 6 7 8 9 10														2 3 4 5 6 7 8														Nov 9: #2	
11 12 13 14 15 16 17														9 10 11 12 13 14 15														Nov 16: #3	
18 19 20 21 22 23 24														16 17 18 19 20 21 22														Nov 23: Thanksgiving Break	
25 26 27 28 29 30														23 24 25 26 27 28 29														Nov 30: #4	
30 31														30 31														Dec 7: #1	
15 full - 2 half-4ER														14 full - 1 half- 4ER														Dec 14: #2	
<b>January 17</b>														<b>February 17</b>														Jan 4: #1	
Su M Tu W Th F Sa														Su M Tu W Th F Sa														Jan 11: #2	
1 2 3 4 5 6 7														1 2 3 4														Jan 18: Records	
8 9 10 11 12 13 14														5 6 7 8 9 10 11														Jan 25: #3	
15 16 17 18 19 20 21														12 13 14 15 16 17 18														Feb 1: #1	
22 23 24 25 26 27 28														19 20 21 22 23 24 25														Feb 8: #2	
29 30 31														26 27 28														Feb 15: #3	
17 full- 5ER														4full - 2 half- 1ER														Feb 22: #4	
<b>May 17</b>														<b>June 17</b>														Mar 1: #1	
Su M Tu W Th F Sa														Su M Tu W Th F Sa														Mar 8: #2	
1 2 3 4 5 6														1 2 3														Mar 15: #3	
7 8 9 10 11 12 13														4 5 6 7 8 9 10														Mar 22: #4	
14 15 16 17 18 19 20														11 12 13 14 15 16 17														Mar 29: PT Conferences	
21 22 23 24 25 26 27														18 19 20 21 22 23 24														Apr 12: #1	
28 29 30														25 26 27 28 29 30														Apr 19: #2	
17 full- 5ER														4full - 2 half- 1ER														Apr 26: #3	
<b>July 17</b>														<b>August 17</b>														May 3: #1	
Su M Tu W Th F Sa														Su M Tu W Th F Sa														May 10: #2	
1 2 3 4 5 6 7 8														1 2 3 4 5														May 17: #3	
9 10 11 12 13 14 15														6 7 8 9 10 11 12														May 24: #4	
16 17 18 19 20 21 22														13 14 15 16 17 18 19														May 31: All staff meeting	
23 24 25 26 27 28 29														20 21 22 23 24 25 26														June 7: Records	
30 31														27 28 29 30 31														#1 Collaboration (2 hours)	
																												K-5: Grade Level 6-12: Content Level	
																												#2 K-12 (2 hours)	
																												Meet together for 1 hour	
																												#3 Collaboration ( 1 hour)	
																												K-5: Content Level 6-12: Grade Level	
																												#4 Prof. Development ( 2 hours)	
																												Building Level PD	

## **ARTICLE XXII**

### **GENERAL**

- A. Copies of this agreement shall be reproduced by the Board of Education and expenses of reproduction shall be shared equally by the Board and the Association.
- B. The Agreement is the sole and entire existing Agreement between the parties and it supersedes and cancels all previous Agreements, verbal or written, or based on alleged practices between the parties. This Agreement is subject to amendment, alteration or additions, only by a subsequent written agreement between the District and the Association. The waiver of any term or condition of the Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.
- C. If any portion of this Agreement shall be contrary to law, then such portions shall be deemed null and void. However, all provisions not contrary to law shall remain in full force and effect.
- D. All individual contracts will be consistent with this Agreement.
- E. Calendars for ~~2017-2018 and 2018-2019~~ the years included in this contract will be collaboratively developed by the Board and association during each previous year. Hours and days for students and staff will not exceed the amounts in the 2016-2017 calendar.

## **ARTICLE XXIII**

### **NEGOTIATIONS PROCEDURES**

- A. Because of the special nature of the public educational process, it is recognized that matters may from time to time arise of vital mutual concern to the parties which have not been fully or adequately negotiated between them. Formal or informal discussions may be arranged if mutually agreeable. Problem areas in the contract may be pin-pointed for future negotiation. If mutually agreeable, the contract may be reopened to settle a particular problem.
- B. Negotiations for a successor contract shall commence at least ninety (90) days prior to the expiration date of this contract. Either party may request that negotiations commence.
- C. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside the school district. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.
- D. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the Michigan Employment Relations Commission.



**ARTICLE XXIV**  
**DURATION OF AGREEMENT**

"The agreement shall be effective as of July 1, 2016 school year and shall continue in effect until June 30, 2019. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated."

For the Association

For the Board

\_\_\_\_\_

\_\_\_\_\_

President

President

\_\_\_\_\_

\_\_\_\_\_

Chief Negotiator

Secretary

**Letter of Agreement for 2016-2019 between Montague Area Public Schools and the Montague Teacher’s Education Association**

The parties agree to the following as part of the 2016-2019 contract. These provisions will expire with the 2016-2019 contract or if this contract is renegotiated under the provisions of Article XXI A.2.. At that time, these provisions will be restored to the original language.

- The Policy Related to the District Paid Annuity will be suspended and will be reinstated for the 2020-2021 contract using the new scale.

For the Association

For the Board

\_\_\_\_\_  
President

\_\_\_\_\_  
President

\_\_\_\_\_  
Chief Negotiator

\_\_\_\_\_  
Secretary

**Letter of Agreement for 2016-2019 between Montague Area Public Schools and the Montague Teacher’s Education Association**

The parties agree to the following as part of the 2016-2019 contract. These provisions will expire with the 2016-2019 contract or if this contract is renegotiated under the provisions of Article XXI A.2.. At that time, these provisions will be restored to the original language.

This is a non-precedent setting agreement.

- Until a fund balance of 6% is reached, in the policy relating to Temporary Vacancies (Article VII.C), the 90 day limit for a “temporary substitute” will be suspended for the position of one (1) Elementary Specials Teacher.

For the Association

For the Board

\_\_\_\_\_

\_\_\_\_\_

President

President

\_\_\_\_\_

\_\_\_\_\_

Chief Negotiator

Secretary

**Letter of Agreement for 2016-2019 between Montague Area Public Schools and the Montague Teacher’s Education Association**

The parties agree to the following as part of the 2016-2019 contract. These provisions will expire with the 2016-2019 contract or if this contract is renegotiated under the provisions of Article XXI A.2.. At that time, these provisions will be restored to the original language.

This is a non-precedent setting agreement.

- Until a fund balance of 5% is reached, in the policy relating to Temporary Vacancies (Article VII.C), the 90 day limit for a “temporary substitute” will be suspended for the position of one (1) LAKES at-risk teacher. This substitute will be a certified teacher.

For the Association

For the Board

\_\_\_\_\_

\_\_\_\_\_

President

President

\_\_\_\_\_

\_\_\_\_\_

Chief Negotiator

Secretary